

AGREEMENT

SEPTEMBER 1, 2015

between

INSULATION CONTRACTORS ASSOCIATION OF NEW ENGLAND

and

***HEAT & FROST INSULATORS AND
ALLIED WORKERS LOCAL No. 6
Of BOSTON, MASSACHUSETTS***

*Of the International Association of
Heat & Frost Insulators
and Allied Workers*

HEADQUARTERS:

***HEAT & FROST INSULATORS AND
ALLIED WORKERS LOCAL UNION NO. 6
303 Freeport Street
Boston, Massachusetts 02122-3513***

Tel. (617) 436-4666

This AGREEMENT operative as of SEPTEMBER 1, 2015 by and between **INSULATION CONTRACTORS ASSOCIATION OF NEW ENGLAND** as Party of the First Part, and the **INTERNATIONAL ASSOCIATION OF HEAT AND FROST INSULATORS AND ALLIED WORKERS LOCAL NO. 6 of BOSTON, MASSACHUSETTS** as Party of the Second Part.

This Agreement will be in effect as of September 1st, 2015 through August 31st, 2020.

ARTICLE III

Paragraph 1.

The ratio of mechanics and apprentices may be equal to but not exceed one (1) apprentice to four (4) mechanics in a shop.

1. **Boston Area.**

The Boston area includes all of the cities and towns in Essex, Middlesex, and Suffolk Counties as well as Brewster, Chatham, Dennis, Eastham, Harwich, Orleans, Provincetown, Truro, Wellfleet and Yarmouth in Barnstable County; the town of Easton in Bristol County; Avon, Braintree, Brookline, Canton, Cohasset, Dedham, Dover, Foxboro, Holbrook, Hull, Medfield, Medway, Millis, Milton, Needham, Norfolk, Norwood, Quincy, Randolph, Sharon, Stoughton, Walpole, Wellesley, Westwood, and Weymouth in Norfolk County; Abington, Bridgewater, Brockton, Carver, Duxbury, East Bridgewater, Halifax, Hanover, Hanson, Hingham, Kingston, Marshfield, Norwell, Pembroke, Plymouth, Plympton, Rockland, Scituate, West Bridgewater and Whitman in Plymouth County.

BOSTON AREA WAGE RATES effective 9/1/2015-8/31/2016:

	HOURLY RATE	H&W	PENSION	ANNUITY
MECH	\$43.81	\$11.50	\$6.80	\$7.00
4TH	\$35.05	\$11.50	\$6.70	\$5.60
3RD	\$30.67	\$11.50	\$6.65	\$4.90
2ND	\$26.29	\$11.50	\$6.60	\$4.20
1ST	\$21.91	\$11.50	\$6.55	\$3.50

2. Worcester Area

The Worcester area includes all cities and towns in Worcester County

WORCESTER AREA WAGE RATES effective 9/1/2015-8/31/2016:

	HOURLY RATE	H&W	PENSION	ANNUITY
MECH	\$39.43	\$11.50	\$6.80	\$7.00
4TH	\$31.54	\$11.50	\$6.70	\$5.60
3RD	\$27.60	\$11.50	\$6.65	\$4.90
2ND	\$23.66	\$11.50	\$6.60	\$4.20
1ST	\$19.72	\$11.50	\$6.55	\$3.50

3. Springfield, MA/Southern New Hampshire Area

The Springfield, Massachusetts and Southern New Hampshire area includes all cities and towns in the following counties of Massachusetts: Berkshire, Franklin, Hampden, and Hampshire. All cities and towns in the following counties of New Hampshire: Cheshire, Hillsboro, Merrimack, Rockingham, and Sullivan. All cities and towns in the following counties of Vermont: Bennington and Windham. In Connecticut the area includes the following: East Granby, Enfield, Granby, Hartland, Suffield and Windsor Locks Townships in Hartford County; Canaan, Colebrook, Norfolk, North Canaan, and Salisbury Townships in Litchfield County; Somers, Stafford and Union Townships in Tolland County; and Woodstock Township in Windham County.

SPRINGFIELD, MA & SO. N.H. AREA WAGE RATES EFFECTIVE 9/1/2015-8/31/2016

	HOURLY RATE	H&W	PENSION	ANNUITY
MECH	\$35.05	\$11.50	\$6.80	\$7.00
4TH	\$28.04	\$11.50	\$6.70	\$5.60
3RD	\$24.54	\$11.50	\$6.65	\$4.90
2ND	\$21.03	\$11.50	\$6.60	\$4.20
1ST	\$17.53	\$11.50	\$6.55	\$3.50

4. Providence, Rhode Island/Southern Massachusetts Area

The Providence, Rhode Island and Southern Massachusetts area includes all cities and towns in Rhode Island as well as the following cities and towns in Massachusetts: Barnstable, Bourne, Falmouth, Mashpee and Sandwich in Barnstable County; Acushnet, Attleboro City, Berkeley, Dartmouth, Dighton, Fairhaven, Fall River City, Freetown, Marion, Mansfield, New Bedford City, North Attleboro, Norton, Raynham, Rehoboth, Seekonk, Somerset, Swansea, Taunton City and Westport in Bristol County; Bellingham, Franklin, Plainville and Wrentham in Norfolk County; and Lakeville, Mattapoisett, Middleboro, Rochester and Wareham in Plymouth County; Dukes County and Nantucket County.

RHODE ISLAND AREA WAGE RATES EFFECTIVE 9/1/15-8/31/16

	HOURLY RATE	H&W	PENSION	ANNUITY
MECH	\$39.43	\$11.50	\$7.60	\$6.20
4TH	\$31.54	\$11.50	\$7.60	\$4.96
3RD	\$27.60	\$11.50	\$7.60	\$4.34
2ND	\$23.66	\$11.50	\$7.60	\$3.72
1ST	\$19.72	\$11.50	\$7.60	\$3.10

The Boston Wage Increase will be as follows:

9/1/2015	\$2.00
9/1/2016	\$2.00
9/1/2017	\$2.00
9/1/2018	\$2.25
9/1/2019	\$2.50

NOTE: The Worcester Wage Rate will be ninety percent (90%) of the Boston Wage Rate and one hundred percent (100%) of the Boston Area Benefits. The Springfield, MA/Southern New Hampshire rate will be eighty percent (80%) of the Boston Wage Rate and one hundred percent (100%) of the Boston Area Benefits. The Providence, RI/Southern MA Wage Rate will be ninety percent (90%) of the Boston Wage Rate with the contribution to the benefit package to equal one hundred percent (100%) of the Boston Area Benefits package as follows: Health and Welfare, Apprenticeship Fund, Industry Fund, International LMCT and Safety Fund will be paid at the same rate as Boston. The total contribution to the Asbestos Workers Local 6 Pension Fund and Asbestos Workers Local 6 Annuity Fund shall equal the contribution to the Asbestos Workers Local 6 Pension Fund and Local 6 Annuity Fund in the Boston area.

Paragraph 2.

Wage increases to Apprentices in this Agreement have been based on percentages of increases granted to Mechanics. All Apprentice members of the Union shall be paid on the following basis:

First year	50% of Journeyman's Wage
Second year	60% of Journeyman's Wage
Third year	70% of Journeyman's Wage
Fourth Year	80% of Journeyman's Wage

This Agreement shall be in full force and effect from September 1st, 2015 through August 31st, 2020 and from year to year thereafter, unless notice of termination or modification is given in writing by one party to the other party, not more than ninety (90) nor less than sixty (60) days prior to such Anniversary date.

ARTICLE XVII

Paragraph 1.

This Agreement covers the rates of pay, rules and working conditions of all Mechanics and Apprentices covered by this Agreement and employed by an employer signatory to or otherwise committed to abide by this Agreement, regardless of the location of their employment within the jurisdiction of Local No. 6, when they are engaged in the preparation, fabrication, alteration, application, erection, assembling, molding, spraying, pouring, mixing, hanging, adjusting, repairing, dismantling, reconditioning, maintenance, finishing and/or weatherproofing of cold or hot thermal insulation with such materials as may be specified when these materials are to be installed for thermal purposes in voids, or to create voids, or on either piping, fittings, valves, boilers, ducts, flues, tanks, vats, equipment, or on any hot or cold surfaces for the purpose of thermal control. This is also to include all labor connected with the handling and distribution of thermal insulating materials on job premises and all other such work that is within the jurisdiction of Local No. 6.

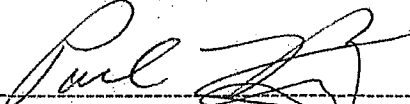
Also, all sealing of sleeves, building penetration, holes, chases, passages, or openings of any kind in concrete, metal, or any other material by means of machinery, tools and equipment powered by any other method, the purpose of which is to seal after the passage, placing or installation of pipe, conduit, tubing or any other object passing through the above-mentioned openings, electric duct, etc. The purpose of which is to insure a fire rating commensurate with the manufacturer's specifications.

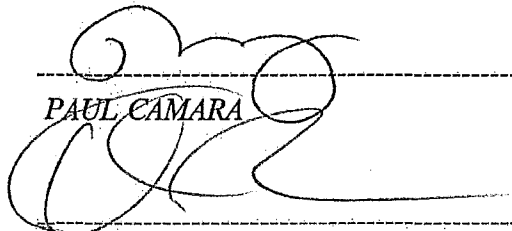

This is also to include all labor connected with materials, fire sealant, penetration seals, fire stops, grease duct, sound proofing systems, lead abatement, asbestos removal, thermo lag, and related accessories on job premises and all other such work that is with the jurisdiction of Local NO. 6.

SIGNED:

FOR THE PARTY OF THE FIRST PART;

INSULATION CONTRACTORS ASSOCIATION OF NEW ENGLAND


PAUL BIZZOZERO, Chairman

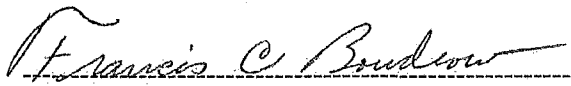

PAUL CAMARA

THOMAS ROMANO

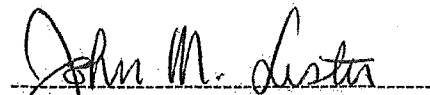
SIGNED:

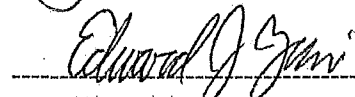
FOR THE PARTY OF THE SECOND PART;

INTERNATIONAL ASSOCIATION OF HEAT & FROST
INSULATORS AND ALLIED WORKERS LOCAL NO. 6,
BOSTON, MASSACHUSETTS

303 Freeport Street
Dorchester, Massachusetts 02122-3513


FRANCIS C. BOUDROW, Business Manager


JOHN M. LISTER, Business Agent


EDWARD ZANI, President
DATE: 8/28/15